

A Business Meeting of the Albemarle County School Board was held on December 1, 2011 at 6:30 p.m., Lane Auditorium, County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

PRESENT: Mr. Jason Buyaki; Mrs. Diantha McKeel; Mr. Strucko; Mrs. Pamela Moynihan; Mrs. Barbara Massie Mouly; and Mr. Harley Miles.

ABSENT: Mr. Stephen Koleszar.

STAFF PRESENT: Dr. Billy Haun, Assistant Superintendent for Student Learning; Dr. Matt Haas, Executive Director of Secondary Education; Mr. Josh Davis, Chief Operating Officer; Ms. Lorna Gerome, Director of Human Resources; Mr. John Gray, Human Resources Manager; Ms. Mitsuko Clemmons-Nazeer, Human Resources Manager; Ms. Melissa Anderson, Systems Coordinator; Mr. Chris Brown, Senior Assistant County Attorney; and Mrs. Jennifer Johnston, Clerk.

Agenda Item No. 1.1. Commendations.

1. Congratulations to **Patrick Bond** of Monticello High School who won First Place for his Individual Performance at the Kenneth E. Behring National History Day Competition in June. Patrick's winning performance was called "One War at a Time: the Diplomacy That Saved Democracy."
2. On August 19, 2011 the following 10 teachers were awarded Shannon Foundation Excellence in Education Grants for 2011-12:

The Life Cycle of a Quail, Tina C. Stephens, Baker-Butler Elementary, \$187

Second graders experience the thrill and responsibility of incubating, hatching, and caring for quail as they incorporate journal writing, photography, videography, temperature tracking, and calendar recording into a memorable hands-on lesson in life science.

What's the Matter?, Catrina Sims, Baker-Butler Elementary, \$480

Second graders rotate through exciting, hands-on learning stations where they can predict, observe, classify, and make conclusions about different states of matter and the chemical and physical changes matter can undergo.

Pedometer Power, Stephanie Passman, Cale Elementary, \$750

Fifth graders learn, move, think, set goals, and challenge themselves and their classmates as they use pedometers as motivational tools to measure, graph, and analyze data about their own daily physical activity.

Measurement Mania!, Kristen Wray, Greer Elementary, \$500

Second graders create a measurement dictionary and participate in hands-on learning stations to understand, write about, speak about, and explore different types of measurement and how we use them in our everyday lives.

Ready to Learn, Emily Rexrode, Greer Elementary, \$705

Elementary school students learn and perform yoga in both whole classroom and small group settings to prepare their minds and bodies for successful learning throughout the day.

Shh! Scientists at Work!, Jennifer Underwood, Hollymead Elementary, \$450

Fifth grade students take science out of the textbook and into the lab as they engage in exciting hands-on activities to explore the principles of force, motion, and energy; the application of investigation, reasoning, and logic; the properties of light and color; and the investigation of many more science concepts throughout the year.

Going Global, Tracy Payne, Mindy Laubscher, & Sarah Bindas, Stony Point Elementary, \$340

Third graders create, write about, wear, and perform in personally symbolic mudclothes that celebrate this longstanding traditional craft and important part of both ancient and modern Malian culture.

First Tech Robotics, Caroline Bertrand, Western Albemarle High, \$750

Working together as a competitive robotics team gives teens the opportunity to explore new interests and be creative as they apply math, science, engineering, and computer programming skills to the challenge of completing a robot and participating in an entry-level competition for 14-18 year olds.

Learning Garden, Cindy Cass, Woodbrook Elementary, \$750

A central courtyard garden provides an entire school with the chance to learn about the diversity of plant life, soil, water, temperature and light requirements, plant parts, patterns of growth, seasonal change, and gardening styles.

Meet Me at the Market, Tricia Spradlin, Yancey Elementary, \$400

First graders learn about making choices, the difference between needs and wants, the roles of consumers and producers in an economy, and the difference between goods and services as they buy and sell in their own classroom marketplace.

3. Congratulations to the **Albemarle High School Orchestra** who was named the winner of the 2011 *Cruise Festival Overall Grand Championship Award for Chamber String Orchestra*. Under the direction of Carrie Finnegan, the AHS String Ensemble-consisting of 30 AHS students – earned a Superior rating for their performance in the June 18th Bahamas Cruise Festival aboard the Royal Caribbean's *Monarch of the Seas*. The ensemble was then entered into competition against other orchestras performing in one of more than 50 other Cruise Festivals between January and August 2011. The Grand Championship Award, sponsored by Music Festivals and Cruise Festivals, is presented to highest overall scorers in each class and category from all of the 2011 Cruise Festivals. Additionally, soloist awards were received by the following students: Sarah Frederick, Arianna Roumeliotes, Morgan Sparks, and Victoria Stagnaro.
4. Congratulations to the following high school students on being selected for the Senior Regional Orchestra. String auditions were held on September 24, 2011 at Charlottesville High School and were open to students in grades 9-12.

From Albemarle High School:

- Frank Wu, principal 2nd violin
- Irene Lee, violin
- John Zhang, violin
- Joshua Ling, violin
- Seokyoung Ma, violin
- Morgan Sparks, viola
- Sarah Fredrick, principal cello
- Allison Moore, principal bass

From Western Albemarle High School:

- Paige Rammelkamp, bassoon
- Harang Ju, 2nd violin
- Angela Lee (alternate), flute
- Anna Higgins (alternate), viola

The Senior Regional Orchestra performed on November 11-12, 2011 at Clover Hill High School in Midlothian, Virginia.

5. Congratulations to the **Albemarle High School Marching Patriots** who won the Jefferson Cup at the Jefferson Classic held at Monticello High School on October 1, 2011. Marching Bands from 13 schools participated in this annual regional event.

Under the direction of Band Director Greg Thomas and student leaders Lara Sisman, Rachel Eiden, Elaine Golden, JT Mirucci, Garrett Moore, Christine Scott, Ashley Nottingham, the 80 member marching band exhibited a balance of musicality, strategic marching formations, and dancing incorporated with solo performances by Emily Kuhn and Taylor Gaines.

6. Middle School Jackson P. Burley young women's chorus, **The Bearettes**, have won the "National Grand Champion" trophy from the Music Festivals, Inc. for the fourth time in five years. This company specializes in music festivals and competitions throughout the United States. At the end of the season, scores from all competitions are tabulated to determine national award winners. The Bearettes competed this year at Rowan University in Glassboro, NJ. They also won this national honor in 2007, 2009 and 2010.

Agenda Item No. 1.2. Closed Meeting.

At 5:45 p.m., Mr. Miles offered a **motion** that the School Board go into a closed meeting as authorized by the Virginia Freedom of Information Act, section 2.2-3711(A) of the Code of Virginia under subsection 1 to discuss the appointment of a specific person as Director of Human Resources, and subsection 7 to consult with legal counsel and staff regarding the educational broadband services license and an agreement related thereto. Mrs. McKeel **seconded** the motion, **and the motion passed.**

Agenda Item No. 1.3. Certify Closed Meeting

Mr. Buyaki offered a **motion** that the Board certify by recorded vote that to the best of each Board member's knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion authorizing the Closed Meeting were heard, discussed or considered in the Closed Meeting. Mr. Strucko **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Mr. Strucko, Mrs. Mouly, Mrs. McKeel, Mr. Miles, Mr. Koleszar, Mr. Buyaki, and Mrs. Moynihan.
NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 1.4. Call to Order

At 6:30 p.m., Mr. Koleszar called the meeting to order.

Agenda Item No. 1.5. Pledge of Allegiance.**Agenda Item No. 1.6. Moment of Silence.****Agenda Item. No. 2.1. Approval of Agenda.**

Mrs. McKeel offered a **motion** to approve the agenda. Mr. Buyaki **seconded** the motion, **and the motion passed.**

Agenda Item No. 3.1. Consent Agenda

- 3.1 Approval of Consent Agenda
- 3.2 Donation to Cale Elementary School
- 3.3 Appointment of Board Members to Communications Committee
- 3.4 Appointment of Board Member as Alternate to Commission on Children and Families
- 3.5 Resolution in Support of Public Education in Virginia
- 3.6 Policy Review and Revision: Policy GCQC, Coverage of Schools Due to Weather and/or Emergency

Mr. Miles offered a **motion** to approve the consent agenda minus the minutes. Mrs. McKeel **seconded** the motion, **and the motion passed.**

Agenda Item No. 5.1. Announcements.

Dr. Haas said that Virginia Department of Education published new guidelines for the Teacher Performance Appraisal. Staff will be making revisions to the current appraisal system used by Albemarle County Public Schools. Mr. Strucko said that he has heard concern expressed about the four tier rating system.

Mr. Davis said that the budget development process is in full swing. There has been work with all advisory committees within the division.

Mr. Davis said that the redistricting committee has been working and held two public meetings. Public comment was received and there is now a survey on the web soliciting input. It is anticipated that the Superintendent will bring the Board a recommendation

Dr. Haun congratulated Ms. Tracy Saxon on being recognized with the Heroes in Education Award at the University of Virginia.

Mr. Davis said that the Long Range Planning Advisory Committee will reconvene in January. Staff in the meantime has been working on the building capacity formula.

Agenda Item No. 6.1. Public Comment.

Ms. Ginny Echelberger is a parent. She asked what equity is. Then she provided examples of where equity may be a question within the Division.

Mr. Mark Echelberger is a parent. The push to get ahead of resisters speaks volumes about the push to approve the 4X4 schedule. He encouraged the Board to find a win-win to make this work.

Ms. Kim Taylor is a parent. She spoke about the high school schedule and the quality and rigor of courses offered within the Division. She encouraged the Board to return to a 7 period schedule.

Ms. Trish Kenney is a parent. She asked if any Board members have students in the school division and if any of them teach in the school division. The next schedule is debilitating to the teachers and students. Why does the community input not mean to anything to the Board? She asked for a reason for implementing the new schedule.

Ms. Janet Wiley is a parent. She said that she does not understand why the Board does not listen to its employees when they ask to return to a 7 period day. She does not understand why the Board has changed to the 8 period day. She encouraged the Board to return to the 7 period day.

Mr. Tim Dodson is a student. He spoke about the 8 period schedule. He says that he feels stretched too thin with the new schedule.

Ms. Emileese Armstrong is a student. She said that the 4X4 allows her to be challenged with her school work. She said that she felt more prepared to take the SOL because the learning was not stretched over a year. It also allows her to take more electives. The schedule allows her to excel.

Ms. Tara Mincer is a parent. She asked the Board not change the schedule, however, she asked the Board to address the class size. Her family has benefited from the schedule. Class size is important and should be a priority.

Ms. Laura Chatterson is a teacher. She shared with the Board the benefits she has seen as a teacher with the 8-period schedule.

Ms. Heather Dowel is a teacher. She provided the Board with a middle school teacher's view of the scheduling debate. She said that the high school teachers in the old schedule had the option to teach a 6th period and receive compensation for it, however, middle school teachers were required to teach that 6th period and were not compensated. It is demoralizing to see the scheduling debate put teachers against teachers when they only consider the high school teachers.

Agenda Item No. 7.1. School Board/Superintendent Business.

Dr. Haun walked the Board through the items that Board members need more information on regarding budget items that will take more than 30 minutes to gather and prepare the information. Board members then reviewed each item being asked for and determined whether they wanted staff to spend time on gathering the information or clarified the information that was being asked for.

Agenda Items No. 8.1. Department of Human Resources Annual Report

Ms. Gerome, Mr. Gray and Ms. Clemmons-Nazeer provided the Board with a presentation on the Human Resources Annual Report. The presentation included information on teacher applications, new teacher hires, classified new hires, the comprehensive recruitment plan, teacher age distribution, administrator age distribution, classified age distribution, exit survey data, and the work that the Human Resources will be doing to support Goal 3.

After the presentation, Board members asked or noted: 1) what challenges does the Division face in recruiting new employees, 2) how do learning opportunities impact the retention of employees, 3) how much do we pay towards employee tuition to get a graduate degree, 4) how is mentoring accomplished with teachers, 5) how often do teachers call HR saying they do not get enough help, 6) what do we do to retain seasoned teachers, and 7) what input has HR received regarding workload.

Agenda Item No. 8.2. Strategic Plan Q1 Balanced Scorecard and Progress Summary.

Dr. Haas and Ms. Anderson provided the Board with an overview of the Quarter 1 Progress Summary for the School Division's Strategic Plan.

After the presentation, Board members asked or noted the following: 1) what other teachers surveys are being examined or explored, 2) did all schools report their information, 3) do we have an established baseline to look at retention of teachers, 4) what parameters were set for the work of the Quality Council, 5) who makes up the Quality Council, and 6) what are the target dates for the communication key performance indicators.

Agenda Item No. 8.3. Break (Taken before Agenda Item No. 8.1.)

There was a break from 8:09 p.m. until 8:16 p.m.

Agenda Item No. 8.4. Policy Review and Revision

Dr. Haas provided a brief overview of the proposed policy revisions. There were no questions. These policies will come back to the Board at the next meeting for approval.

Agenda Item No. 9.1. Other Business by Board Members/Superintendent.

Mrs. McKeel said that the NSBA FRN conference is coming up in February. She asked if any Board members would like to attend. Mrs. Johnston was asked to send the information out to all Board members.

Agenda Item No. 10.1. Closed Meeting. None.**Agenda Item No. 11.1. Certify Closed Meeting. None.****Agenda Item No. 12.1. Adjournment.**

At 10:03 p.m., hearing no objections, Mr. Miles adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk